

Axxell – Workmentor Piloting phase

- Piloting was done with people from workplaces who receives students from Axxell on Work placements
- The piloting phase was between 2.1 – 22.3.
- Number of workplace mentors being trained: 13 (4 nursinghomes/hospitals and 9 childcare centers)
- In the workplaces individually; 3 x about 2 hours
- Nursinghomes and childcare centers from Nykarleby to Kimito.



Materials, documents

- Materials from the mentoring manual
- Survey on paper to be filled in by the mentors
 - Was used as basis for discussion
- Vocational skills tests
- Verbal discussions about goal setting and evaluation

Feedback from the piloting

- workplace mentors

- The piloting was very much appreciated by all participants as they aim to do the best job possible
- The workplace mentors have not all understood the meaning behind on the job learning and mentoring... There is sometimes the feeling that the students come there to show what they can instead of learning at the workplacement
- The evaluation sheets are considered too difficult and they wanted them to become more concrete. The piloting gave us the opportunity to describe the aims better (by using the things we learned in Nantes) and thus making the sheets more concrete.
- The evaluation grades should be looked at... They are unfair as they are now
- The teachers should be more there for the workmentor and the teacher, more talks about the targets and what has been done. The aims should be more realistic (concrete)
- There should be more students reflection on the tasks that have been conducted. It would also be beneficial if the students had questions with them to reflect when they are doing their workplacement – could be used as a basis for the evaluation talks
- More cooperation with the school...

Feedback from the piloting

- Beatrice and Charlotte

- We should become better at working together with the companies on the same level as we have the same aim → educating the students to become practical nurses
- More dialog with the work placements necessary
- Coaching of the students is very important and should be done in cooperation with the work mentors
- We still have a lot to do → the Workmentor project led us to the right direction



Was there something new to what has been done before

- The piloting gave us a A-HAA experience! We realized that even if we've been working on work mentoring for many years there is still a lot to be done and things that should be developed in cooperation with the work place mentors
- We should have a more passiv role than we have and let the Workmentors be the experts that they are

What could/will be done in the future

- Invite the workmentors for informal "coaching" days where we will use more of the materials from the Training of the trainers in Nantes
- Why informal? In order to prove that we are on the same level working for the same goal and in order to keep it as power equal as possible



What has been done/will be implemented

- Built up a "new" workmentor guidbook using the things we learned in the Training of trainers in Nantes (together with an other project)
 - This will be the tool to educate more Work mentors in companies receiving students from Axxell
 - Practical tools to be used as support for the goal setting/evaluation is beeing constructed

Outcomes

- We saw how important it is to have concrete and understandable goals. Even if the sheets that must be used are abstract we can develop (together with the workplace mentors) concrete tools that can make the sheets more understandable
- We need to be more approachable/supportive...
Get away from the: Now the teacher is coming to evaluate US
- We need to put more effort to the coaching

Challenges

- To get the management to understand how important it is to focus on the coaching process and that the persons working with the coaching/mentoring needs time in order to do a good job
- To cooperate and have all the persons involved in the process of developing the mentoring process... Not just have the management decide how they think it should be done
- Making the teachers more visible on the workplacements (working side by side with the work mentors)

